

The National Black Prosecutors Association Presents:  
**Rebutting the Rhetoric: A Virtual Implicit Bias Training**

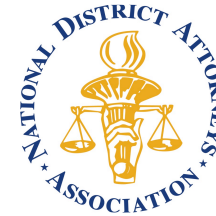


THURSDAY, NOVEMBER 12<sup>TH</sup>  
NOON TO 4PM ET

IN PARTNERSHIP WITH:



**Fox Rothschild** LLP  
ATTORNEYS AT LAW



**AEQUITAS**



**Vera** INSTITUTE  
OF JUSTICE



# Rebutting the Rhetoric: A Virtual Implicit Bias Training

Implicit bias is a phenomenon that is under increasing study. It is unconscious bias formed by associations in the brain that link two ideas together, and is shaped by experiences, cultural affirmations, society, media, and other influences.

This CLE program will examine concepts such as implicit bias, racial anxiety, and stereotype threat, and discuss how these biases reveal themselves in the criminal justice system, using scientific data and real world case studies. Participants will learn about, and reflect on, the criminal justice system's history and evolution, and will be introduced to new strategies for identifying and eliminating bias from criminal justice outcomes.

Participants will leave with action items they can adopt to be “bias disrupters,” to bring about a more equitable system, and to maintain the integrity of the legal system at every stage of the process.



# Rebutting the Rhetoric: A Virtual Implicit Bias Training

## AGENDA



- 12:00-12:05: Welcome
- 12:05-12:15: Introduction of Presenters
- 12:15-1:00: The Manifestations of Systemic Bias
- 1:05-1:50: Implicit Bias & the Criminal Justice System
- 1:55-2:40: Strategies to Combat the Impact of Bias on Criminal Justice Outcomes
- 2:40-2:45: Introduction of Breakout Session Facilitators
- 2:45-3:45: \*\*\*Breakout Sessions\*\*\*
- 3:45-4:00: Final Word



# Presenter Biographies

**\*\* indicates Presenter and Facilitator**

# Dr. RaShall M. Brackney, Ph.D.

Part III Presenter: Strategies to Combat the Impact of Bias on Criminal Justice Outcomes



Prior to her appointment as the Chief of Police for Charlottesville, Virginia, **Dr. RaShall M. Brackney** retired as a 30-year veteran from the Pittsburgh Bureau of Police and served as the former Chief of Police of the George Washington University. During her tenure as a law enforcement professional, she has been responsible for overseeing critical operations to include Administrations, Patrol Operations and Investigations. Most notably, she was the first African American female to nationally to oversee a Special Operations Division which included SWAT, Mounted Patrol, Accident Investigation, Hostage Negotiations, River Rescue, Traffic and the “Bomb” Squad.

Dr. Brackney is a recognized expert in the areas of harm reduction, procedural and restorative justice practices, and community-police relations. Due to her work in these areas, Dr. Brackney was selected by the Department of Justice to address biased-based and hate crimes reporting challenges in the nation. In addition, she was selected by the Divided Community Project to join their Steering Committee, and the Vera Institute for Justice to serve on their national Steering Committee for Policing Programs. Additionally, as a result of her work in social and racial justice, Dr. Brackney was granted a fellowship to Carnegie-Mellon University’s, Institute for Politics and Strategy where she specializes in the influence of race on politics and policy.

Dr. Brackney earned Bachelors and Masters Degrees from Carnegie-Mellon University and a Ph.D. from Robert Morris University. Additionally, she has earned numerous professional certifications to include the Command Institute for Police Executives and the Police Executive Research Forum. Dr. Brackney is a graduate of the FBI National Academy in Quantico, Virginia; the United States Secret Service Dignitary Protection course in Washington, D.C.; Redstone Arsenal “Bomb School” for managers in Huntsville, Alabama and Leadership Pittsburgh XIX.

# \*\*Gretta Gordy Gardner, Esq.

Part I Presenter: The Manifestations of Systemic Bias



**Gretta Gordy Gardner, Esq.**, is the Deputy Director and Co-Founder of Ujima, Inc.: The National Center on Violence Against Women in the Black Community, a project of the DC Coalition Against Domestic Violence. Ms. Gardner's career as a legal advisor for survivors of domestic violence and sexual assault was inspired by her early work as a prosecutor in the Domestic Violence Unit of the Baltimore City State's Attorney's Office. She has worked for two decades to help shape guidelines, policies, and procedures that local, state, and federal policy makers and college/university campuses can use to end intimate partner violence and racial bias. She is licensed to practice law in DC, MD, TX, and the Supreme Court of the United States, and is a certified mediator. Ms. Gardner sits on the Board of Trustees for Garrison Forest School and belongs to a multitude of local, state, and national committees that address violence against women and their children. She is the proud mom of two boys who love basketball and make a lot of noise.

# \*\*Kristine Hamann, Esq.

Part III Presenter: Strategies to Combat the Impact of  
Bias on Criminal Justice Outcomes



**Kristine Hamann** is the Executive Director and founder of Prosecutors' Center for Excellence (PCE). PCE provides consulting and research services for prosecutors to promote best practices, spur innovations and implement solutions. PCE conducts full-office assessments, consults on specific topics and supports statewide prosecutor-led Best Practices Committees that have formed in 20 states. PCE publishes articles on a wide variety of criminal justice issues and hosts regular national meetings for prosecutors. For more information about PCE, visit [www.pceinc.org](http://www.pceinc.org).

From 2013 to 2016, Kristine Hamann was a Visiting Fellow at DOJ/Bureau of Justice Assistance. She chairs the NY State Best Practices Committee for prosecutors, and teaches at Georgetown Law School. She is a member of the ABA Criminal Justice Council and is on the ABA Criminal Justice Journal Editorial Board. She does assessments of prosecutor offices and presents on various prosecutor-related topics including body worn cameras, ethics, eye-witness identification, community outreach and witness intimidation.

From 2008 to 2013, Ms. Hamann was the Executive Assistant District Attorney for the Special Narcotics Prosecutor for the City of New York. From 2007 to 2008, Ms. Hamann was the New York State Inspector General. From 1998 to 2007, Ms. Hamann served as the Executive Assistant DA to DA Robert Morgenthau in the Manhattan District Attorney's Office in NYC. Prior to 1998, Ms. Hamann held a number of other positions in that office including Deputy Chief of the Trial Division and Director of Training. She started her career as a violent crime prosecutor. Ms. Hamann has received several awards for her public service.

# \*\*Jamila Hodge, Esq.

Part II Presenter: Implicit Bias & the Criminal Justice System



**Jamila Hodge** is the director of the Reshaping Prosecution Program at the Vera Institute of Justice. She joined Vera in April 2018, after serving for 12 years as an Assistant United States Attorney in Washington, DC. During her tenure at the U.S. Attorney's Office, Jami handled both local and federal crimes and tried more than 30 cases. Jami also served detail assignments as a senior advisor in the Department of Justice Office of Legal Policy, and as an Advisor for Criminal Justice and Drug Policy in the White House Office of the Vice President during the Obama administration. In addition, Jami served as a community prosecutor where her work focused on crime prevention and intervention. In that role, she represented the U.S. Attorney's Office on criminal justice policy committees; trained DC residents on topics including domestic violence, financial fraud, and knowing their rights during a police encounter; and regularly trained police officers on various legal issues. Prior to joining the U.S. Attorney's Office in 2006, Jami worked as a litigation associate at Dickstein Shapiro LLP. As the Director of the Reshaping Prosecution Program, Jami and her team work with elected prosecutors to end mass incarceration, address racial disparities, and to make their offices more accountable to the communities they serve. Jami holds a JD from Duke University School of Law, and a BA in psychology and sociology from the University of Michigan.



# Akhi Johnson, Esq.

Part II Presenter: Implicit Bias & the Criminal Justice System



As Deputy Director of the Vera Institute's Reshaping Prosecution Program, **Akhi Johnson** works with prosecutors across the country to end mass incarceration, address racial disparities, and make their offices more accountable to the communities they serve. Through partnerships with reform-minded elected prosecutors, he helps offices use values-based approaches that are informed by data to redefine what it means to pursue justice. Prior to joining Vera, he served for five years as an Assistant United States Attorney in Washington, DC, clerked for the Honorable Kimberley S. Knowles on the DC Superior Court, and worked in Jones Day's Los Angeles office. He received his J.D. from Georgetown University Law Center, and his B.A. from the University of Southern California.



# **Breakout Session Facilitators**

# Maryam Adeyola, Esq.



**Maryam Adeyola** received her B.S. in Psychology from Xavier University of Louisiana in 2007, and her J.D. from St. John’s University School of Law in 2010. Maryam currently serves as a Trial Attorney in the Fraud Section of the Department of Justice, where she is assigned to the Appalachian Region Prescription Opioid Strike Force. Prior to joining the Fraud Section, Maryam served as an Assistant United States Attorney at the United States Attorney’s Office for the District of Columbia (“USAO-DC”), where she held a senior position in the office’s Homicide Section.

Before joining USAO-DC, Maryam was an Assistant State Attorney for the Miami-Dade County Office of the State Attorney, where she served as Chief of Litigation in the Juvenile Section, and handled many of the office’s most complex cases as a line Assistant in the Career Criminal/Robbery Section.

Maryam is the secretary of the D.C. Chapter of the National Black Prosecutors Association, and an executive board member of the Alumni of Color Chapter of St. Johns University School of Law.

# Tammy Allison, Esq.



**Attorney Tammy Allison** is the Founder and Managing Attorney of The Pardon Attorney™ by Attorney Tammy Allison, PLLC, a boutique solo law practice dedicated to the nuanced world of federal executive clemency, and the first ever black-owned expert Federal Executive Clemency law firm in the United States. As a former senior attorney with the United States Department of Justice, Attorney Tammy Allison has extensive experience with all phases of the criminal justice system. From prosecuting cases at the U.S. Attorney's Office for D.C. and identifying legal issues within the Federal Bureau of Prisons, to evaluating petitions for commutations and pardons at the Office of the Pardon Attorney, Attorney Allison has seen and done it all. While her firm seeks to assist incarcerated and formerly incarcerated individuals in presenting the strongest petition for executive clemency, and to provide access to formerly incarcerated individuals to start and protect their businesses, it also offers a full range of Federal Litigation services.

Attorney Tammy Allison has been the recipient of several awards throughout her career, including the Community Service Award from the Young Lawyer's Division of the Washington Bar Association, the Volunteer Service Award from The Supreme Court of Louisiana, and the Louisiana State Bar Association, and the Distinguished Service Award from the The Pro Bono Project. She has been published in Attorney at Law Magazine, and featured on various social media outlets, including Lawyer'd Magazine and Top Attorneys.

# Hon. Errol Arthur



**Errol Rajesh Arthur** is a Magistrate Judge of the Superior Court of the District of Columbia. Since his appointment in 2010, he has served in the Family Court and Criminal Court. Prior to his appointment to the Court, joined the Public Defender Service for the District of Columbia (PDS) as a staff attorney in 1999. Judge Arthur opened the Law Office of Errol Arthur in 2002, and formed Arthur & Arthur, P.L.L.C. in 2004. While at PDS and in private practice, he represented hundreds of clients before the Superior Court of the District of Columbia, United States Parole Commission, and the Department Youth Rehabilitation Services. In 2008, Judge Arthur was appointed as Chairman of the District of Columbia Board of Elections and Ethics, and served as an adjunct professor and supervising attorney with the Howard University School of Law's Criminal Justice Clinic. A native Washingtonian, Judge Arthur graduated from St. John's College High School in 1990, and the University of Maryland in 1994 with a Bachelor of Arts degree in English. In 1998, Judge Arthur earned his law degree from the Howard University School of Law. Following law school, Judge Arthur served as Law Clerk for the Honorable Mary A. Gooden Terrell on the Superior Court of the District of Columbia.

He is the current co-chair of the Family Court's Neglect Education Sub-Committee, and the former Chair of the Washington Bar Association's Judicial Council. Judge Arthur has also served as a member of the visiting faculty at Harvard Law's School's Trial Advocacy Workshop. Judge Arthur is also married to the Honorable Sherri M. Beatty-Arthur, and is a graduate of the Howard University School of Law.

# Chasity Boyce, Esq.



**Chasity Boyce** is Vice-President and Head of Inclusion and Diversity at Heitman LLC, where she is responsible for setting the firm's global I&D strategies and initiatives and overseeing the firm's charitable contributions. Chasity is an attorney and diversity leader who has served as a mentor for over a decade. As co-founder of the Diverse Attorney Pipeline Program (DAPP), an award-winning pipeline program for first-year, women of color law students, she is often found empowering the next generation of attorneys and developing them to overcome the barriers to success often presented in Corporate America. She also speaks at diversity conferences across the country on hiring, promoting and retaining diverse talent. Prior to joining Heitman, Chasity was a diversity and inclusion manager for Skadden, Arps, Slate, Meagher & Flom LLP, where she helped develop and implement the firm's strategic diversity and inclusion goals, and managed D&I efforts in the firm's satellite offices. Before Skadden, Chasity served as Associate General Counsel to Illinois Governor Bruce Rauner, where she oversaw the clemency process, and served as legal counsel on public safety, child welfare, and education issues, overseeing 17 agencies, boards, and commissions. Prior to joining the government, she practiced premises and products liability in both a midsize and boutique litigation firm.

Chasity is the immediate past chair of the Illinois Executive Ethics Commission, where she still serves as a commissioner, and is an adjunct professor at Loyola University School of Law. Chasity serves as President of the Howard University School of Law (HUSL) International Alumni Association, on the HUSL's Board of Trustees, and is a past parliamentarian of the National Bar Association's Young Lawyers Division. She also sits on the Diversity and Inclusion Advisory Board for the Illinois Supreme Court Commission on Professionalism. Her awards and honors include being named to the Lawyers of Color Inaugural Hot List for the Midwest Region; The National Black Lawyers-Top 100; the NBA's 40 under 40 Nation's Best Advocates; the Women's Bar Association of Illinois' 2016 Top Women Lawyers in Leadership; one of the Diversity Scholarship Foundation's 2016 Diversity Advocates, amongst many more. Chasity earned her A.B. in Public Policy and a certificate in Markets and Management from Duke University, and her J.D. from the Howard University School of Law.

# Adara L. Combs, Esq.



**Adara L. Combs** was born and raised in Philadelphia. Adara attended Franklin and Marshall College in Lancaster, PA where she studied government, public policy, and social economics. Adara joined the Philadelphia District Attorney's Office in December 2010 as a Juvenile Diversion Coordinator. During that time, she oversaw a city-wide volunteer-based program that worked to keep first time juvenile offenders out of the justice system, while setting them on the path to restoration. Adara entered Temple University Beasley school of Law in the Fall of 2011 while continuing to work for the District Attorney's Office.

Upon completion of her Juris Doctorate and Trial Advocacy Program in 2015, Adara accepted an offer as an Assistant District Attorney. While her passion is investigating and prosecuting sexual assault and family violence cases, Adara has prosecuted a range of crimes. In March 2020, Adara was promoted to Assistant Supervisor of the Juvenile Division.

In addition to working for the District Attorney's Office, Adara also serves as President Elect of the Barristers' Association of Philadelphia, and as Vice President of Planning for the National Black Prosecutor's Association.

# Karen D. Gwynn, Esq.



**Karen D. Gwynn** received a dual B.A. degree in Psychology and Law Enforcement from the University of Maryland in 1986 and a J.D. degree from Seton Hall University School of Law in 1990. After graduating from Law School, she clerked for the Honorable Betty J. Lester, Superior Court Judge, Newark, New Jersey 1990-1991. She began her career as an Assistant Prosecutor with the Bergen County Prosecutor's Office on May 3, 1993. During her time at the Bergen County Prosecutor's Office she has worked in various sections in the office such as the Grand Jury, Screening, Drug Court, Trial, Domestic Violence, Megan's Law, Sex Crimes, Cyber Crimes, and presently she is assigned to the Juvenile Unit. She was instrumental in developing the Drug Court Program in Bergen County. She has participated in numerous community service events and programs on behalf of the Prosecutor's office Community Affairs Task Force, including, developing and organizing programs involving Youth and their Interaction with Law Enforcement and Meals on Wheels. Ms. Gwynn is a member of the National Black Prosecutor's Association where she served as Vice President of Programs for seven years. Ms. Gwynn is the newly elected President of the Black Prosecutors Association of New Jersey 2020-2021, which is a local chapter of the National Black Prosecutors Association. She is a member of Delta Sigma Theta Sorority Inc., Bergen County Alumnae Chapter where she participates on the Social Action, Nomination and Social Planning Committees. As part of these committees she has participated in their Domestic Violence Program, Pipeline: from the Classroom to the Court room program, Human Trafficking and Interacting with Law Enforcement program. Ms. Gwynn is a member of the Garden State Bar Association, the Association of Black Women Lawyers, the New Jersey State Bar Association, the Bergen County Bar Association in which she is the co-chair of the juvenile practice committee, the Black Lawyers Alliance Association, and the Honorable Marie White Bell J.S.C. American Inn of Court.



# Lauren Harley



**Lauren Harley** serves as the Director of Membership and Marketing for the National District Attorneys Association (NDAA), a non-profit association that provides training, technical assistance, and services to prosecutors around the country in support of the prosecution profession. Prior to her current role, Lauren served as the Managing Director for The AIDA Reinsurance and Insurance Arbitration Society, ARIAS•U.S. at MCI USA. Prior to joining MCI USA, Lauren served as the Program Manager of Membership Marketing & Association Services for the National Association of Insurance & Financial Advisors (NAIFA). Her current career accomplishments include being selected as a 2019 ASAE NextGen leader and a 2020 Association Forum Forty Under 40 Award recipient. Lauren is a member of the ASAE Young Professionals Advisory Council member and the Association for Women in Communications DC Metro Chapter.

# Kelley B. Hodge, Esq.



**Hon. Kelley B. Hodge** is a partner in the Labor and Employment section of Fox Rothschild LLP in Philadelphia, Pennsylvania. Prior to joining Fox Rothschild LLP, Ms. Hodge was elected in 2017 to serve as the 25th District Attorney by the Board of Judges for the Court of Common Pleas for the First Judicial District. Upon her election, Ms. Hodge became the first African American woman to lead the District Attorney's office in its 167-year history and the first African American woman to lead a District Attorney's Office in the Commonwealth of Pennsylvania. Presently, she is one of three members of a select oversight committee, currently chaired by retired Federal Judge Lawrence Stengel that is ensuring the proper execution of the Independent Reconciliation and Reparations Program (IRRP) for victims of clergy sexual abuse in the Archdiocese of Philadelphia.

Before becoming District Attorney, Ms. Hodge was the first independent Title IX coordinator at the University of Virginia, where she helped develop and implement sex and gender harassment policies across the University's eleven campuses following the 2014 Rolling Stone in depth article on sexual assault on college campuses that was later retracted. Ms. Hodge worked proactively and effectively to address alleged sex and/or gender-based harassment and intimate partner violence. Appointed by Governor Tom Corbett, Ms. Hodge previously worked as the Safe Schools Advocate overseeing the School District of Philadelphia, and later served on the Pennsylvania Joint State Commission on Violence Prevention following the tragedy at Sandy Hook Elementary in Newtown, CT. Ms. Hodge has developed an extensive and comprehensive trial, litigation and compliance practice over the course of her twenty year legal career. She has a wealth of legal experience and expertise in higher education law, elementary and secondary education, risk assessment and compliance, employment discrimination, internal investigations, criminal law, state and federal government policy advising and civil rights.

Ms. Hodge earned her Bachelor of Arts degree from the University of Virginia and her law degree from the University of Richmond. Ms. Hodge is a Montgomery County (PA) native and currently serves on the Boards of Mission Kids of Montgomery County, EducationWorks, Forum of Executive Women and the Pennsylvania Innocence Project. She was recognized by the Legal Intelligencer in 2018 as a Distinguished Leader. She is a member of the Philadelphia Bar Association, Montgomery County Bar Association, The Links, Incorporated, Alpha Kappa Alpha Sorority, Incorporated, and Jack and Jill of America.

# CK Hoffer, Esq.



**CK Hoffer** is a seasoned trial lawyer and the CEO of the CK Hoffer Firm, a trilingual law firm (English, French and Spanish) based in Atlanta Georgia. She specializes in commercial litigation, opioid litigation, catastrophic injury, civil rights, global commercial transactions, medical negligence, wrongful death, and employment cases.

Ms. Hoffer is licensed in Georgia, Florida, Virginia, D.C., and Pennsylvania. To date, CK Hoffer (and her teams) has tried and/or settled cases totaling over \$800 million. An accomplished attorney, Ms. Hoffer was previously a partner at Edmond, Lindsay & Hoffer, LLP, and a partner at the Willie Gary Firm in Florida, where she ran the commercial and international litigation practice for 13 years. She is also counsel to civil rights icon The Reverend Jesse Jackson, and has represented him and the Rainbow Push and Wall Street Project for the past 30 years. Ms. Hoffer also lectures extensively on trial and best-practices strategies to legal professionals and young lawyers across the nation.

On July 29, 2020, Ms. Hoffer was sworn in as President of the National Bar Association. Ms. Hoffer received a JD from Georgetown University, BA from Smith College and studied at College duLeman, University of Geneva in Switzerland and Branksome Hall in Canada. She speaks French fluently, and is proficient in Spanish and Portuguese. She holds a number of honors and awards for her achievements in law, and is active in her community. Visit the CK Hoffer Firm at [www.ckhofferfirm.com](http://www.ckhofferfirm.com).

# Simone N. Hylton, Esq.



**Simone N. Hylton** is a Senior Assistant District Attorney with the DeKalb County District Attorney's office under the leadership of District Attorney Sherry Boston, where she prosecutes Domestic Violence and Adult Sexual Assault cases. These cases include intimate partner assault and battery cases; intimate partner homicide cases and rape cases. Prior to her assignment in the Domestic Violence and Sexual Assault Unit, Ms. Hylton served in the Sexual Exploitation and Crimes against Children Unit. In that unit she handled human trafficking, child physical and sexual abuse and child homicides. Prior to her time at the DeKalb County District Attorney's office, Ms. Hylton served as a Chief Assistant District Attorney in the Fulton County District Attorney Office.

Ms. Hylton has handled cases ranging from drug offenses to homicide cases. While at the Fulton County District Attorney's office, Ms. Hylton received several awards to include the Major Case Rookie of the Year award, the Trial Unit Attorney of the Year award, and was selected as a Rising Star in the Fulton County District Attorney's office in 2012. Originally born and raised in Philadelphia, PA. Ms. Hylton made Georgia her home after graduating law school. Ms. Hylton received her Bachelor of Arts Degree in Legal Communications from Howard University in 2004. She received her Juris Doctorate from North Carolina Central University School of Law in 2008.

Currently, Ms. Hylton is the Southeast Regional Director of National Black Prosecutors Association; is the Immediate Past President of the Greater Atlanta Black Prosecutor Association; Chair of the Criminal Law section of the Georgia Association of Black Women Attorneys; and on the board of the DeKalb Lawyers Association and Howard University Alumni Association-Atlanta Chapter. Ms. Hylton is an Adjunct Professor at Emory University School of Law where she teaches a trial techniques course. Ms. Hylton is a proud member of Delta Sigma Theta Sorority, Inc., and serves her sorority through the Atlanta Suburban Alumnae Chapter. Ms. Hylton is a member of Cascade United Methodist Church in Southwest Atlanta, Georgia.

# Sharla Jackson, Esq.



After graduating *cum laude* from Spelman College with a Bachelor of Arts degree in Spanish, **Sharla Jackson** graduated from the University of Miami School of Law with her Juris Doctorate. Ms. Jackson currently serves as the Domestic Violence and Sexual Assault Resource Prosecutor for the Prosecuting Attorneys' Council of Georgia where she oversees domestic violence and sexual assault training for prosecutors, law enforcement officers, and victim advocates throughout the state of Georgia, Basic Mandate Training for the Georgia State Patrol, and all prosecution-delivered training funded under the Violence Against Women's Act. She also supervises Georgia's statewide Prosecution Team on the Sexual Assault Kit Initiative Task Force. Ms. Jackson is an expert trainer in trial advocacy, law enforcement response. She is also an expert on crime victim's rights. She has increased training opportunities for underserved and rural areas of Georgia and was recently recognized with the "Shining Light Award" given by the Partnership Against Domestic Violence for her innovative program, Court School for Victims Advocates. Ms. Jackson has drafted legislation on the issues of Elder Abuse, Domestic Violence, Animal Abuse and Organized Retail Crime. The City of Atlanta designated June 24, 2010, "Sharla Jackson Day" in recognition of her service.

# Keenon M. James



**Keenon M. James** serves as Deputy Director for the National Organization of Black Law Enforcement Executives (NOBLE) where he oversees the organization's mission to enact and impart fairness in policing and the criminal justice system. Mr. James combines over 15 years of experience and expertise in criminal justice research, public safety policy, and community engagement to address the pressing issues related to community-police relations, civil rights, and the integrity of policing.

Prior to joining the leadership team at NOBLE, Mr. James led the team at the US Department of Justice's Office of Community Oriented Policing Services Collaborative Reform Initiative which engaged communities and police departments following high profile officer use-of-force incidents including: Ferguson, Missouri (Michael Brown), St. Anthony, Minnesota (Philando Castile), North Charleston, South Carolina (Walter Scott), and San Francisco, California (Mario Woods).

A graduate of North Carolina Central University, in addition to numerous service awards from local and federal law enforcement agencies, Keenon James has received honors from his alma mater for Excellence in Law Enforcement and the university's 40 Under 40 alumni award.

# Carmen Lineberger, Esq.



**Carmen M. Lineberger** has been a federal prosecutor in the Southern District of Florida for 12 years. She is the Managing Assistant United States Attorney (MAUSA) for the Fort Pierce Branch Office, United States Attorney's Office for the Southern District of Florida. Her area of responsibility covers five counties: Indian River, St. Lucie, Martin, Okeechobee and Highlands. As a line Assistant, Ms. Lineberger prosecuted a wide variety of cases, including drug and firearms violations, crimes of violence, child exploitation, human trafficking, illegal immigration, alien smuggling and white-collar crime.

Prior to her work as a federal prosecutor, Ms. Lineberger was a City of Philadelphia Assistant District Attorney for approximately 18 years. She prosecuted homicides and other crimes of violence, sexual assault, drug trafficking and fraud. Ms. Lineberger also served as a Deputy Attorney General, in the Asset Forfeiture and Money Laundering Section of the Pennsylvania Office of Attorney General, where she investigated drug trafficking, money laundering, tracing illegal assets and pursuing civil and criminal forfeitures.

In addition to her prosecutorial duties, Ms. Lineberger has taught at the Department of Justice's National Advocacy Center (NAC); and as an adjunct professor at Temple University Beasley School of Law; Temple University Criminal Justice Program; and Peirce College, Paralegal Studies Program.

Ms. Lineberger is the Annual Conference Continuing Legal Education Coordinator for the National Black Prosecutors Association (NBPA), and is an NBPA Past President (2018-2011). Ms. Lineberger has a Teaching Advocacy Skills Diploma from National Institute of Trial Advocacy (N.I.T.A.). She earned her J.D. and L.L.M. in Trial Advocacy from Temple University Beasley School of Law, and her a B.A. in Political Science and Communications from the University of Pennsylvania. She is admitted to practice before the Supreme Court of the United States; U.S.D.C. for Eastern District of Pennsylvania; U.S.D.C. for District of New Jersey; Commonwealth of Pennsylvania and State of New Jersey.

# Jessie K. Liu, Esq.



Ms. Liu has significant experience in issues involving economic sanctions, export control, national security, anti-money laundering, the Bank Secrecy Act, financial regulatory matters, government procurement fraud and public corruption, including involving the Foreign Corrupt Practices Act. From 2017-20, Ms. Liu served as the Senate-confirmed U.S. attorney for the District of Columbia, leading the nation's largest U.S. attorney's office. In this role, she oversaw matters of national and international significance involving corruption, fraud and national security. In particular, she obtained resolutions with several international banks for violating U.S. economic sanctions; an international aerospace company on a nearly \$4 billion settlement for violations of the Foreign Corrupt Practices Act and U.S. export control laws and regulations; and numerous federal contractors and grantees, including former professional cyclist Lance Armstrong, for violations of the False Claims Act. She also created a Threat Finance Unit focused on deterring, disrupting and prosecuting the use of illicit financial flows supporting criminal activity and terrorism. From 2019-20, she also served as chair of the Attorney General's Advisory Committee, a small group of U.S. attorneys who advise the attorney general and deputy attorney general on issues affecting the U.S. attorney's offices, after having previously served as a member of the committee from 2017-19.

Prior to joining the U.S. attorney's office, Ms. Liu was deputy general counsel for the U.S. Department of Treasury. In this role, she provided legal and policy advice to the secretary of the treasury and other senior department officials, with a focus on national security, law enforcement and international issues, such as economic and trade sanctions, anti-money laundering efforts, and national security reviews of foreign acquisitions of U.S. businesses by the Committee on Foreign Investment in the United States. Between 2006-09, Ms. Liu served in various roles within the U.S. Department of Justice, including as deputy assistant attorney general in the Civil Rights Division, counsel to the deputy attorney general for national security issues and deputy chief of staff for the National Security Division. From 2002-06, she was an assistant U.S. attorney in the U.S. Attorney's Office for District of Columbia. During her career, Ms. Liu was a partner at two international law firms, handling government investigations and civil litigation. Ms. Liu has been recognized as a White Collar Trailblazer by The National Law Journal, featured in Global Investigations Review's Top 100 Women in Investigations and named to Chambers USA.



# Jennifer Gentile Long, Esq., MGA



Jennifer Gentile Long (MGA, JD) serves as the CEO of AEquitas, a global project she co-founded in April 2009. AEquitas' mission is to improve the quality of justice in sexual violence, intimate partner violence, stalking, and human trafficking cases by developing, evaluating, and refining prosecution practices that increase victim safety and offender accountability. Jennifer began her career by serving as an Assistant District Attorney in Philadelphia, Pennsylvania where she prosecuted cases involving adult and child physical abuse and sexual assault. She also served as a Senior Attorney and ultimately the Director, of the National Center for the Prosecution of Violence Against Women at the American Prosecutors Research Institute.

As the CEO of AEquitas, she continues to publish articles and provides case consultation and resources to prosecutors addressing violence against women employed at the state, local, and federal levels, as well as all branches of the U.S. Military. Jennifer serves as an Advisory Committee Member with the American Law Institute, an Editorial Board Member with the Civic Research Institute for the Sexual Assault and Domestic Violence Reports, and an adjunct professor at Georgetown University Law Center.

# Christine Mica, COO



Christine Mica is a Certified Association Executive (CAE) and serves as the Chief Operating Officer with the National District Attorneys Association in Arlington, VA. Christine has worked in the area of operations for close to 20 years serving as a game day supervisor for guest services for the NFL Washington Football Team, the Dean of Admissions at The Catholic University of America and the Chief of Staff in the Office of Postsecondary Education at the US Department of Education. She is also a former classroom teacher. Christine joined NDAA in 2018 and her focus is on employee engagement, strategic initiatives, change management, compliance standards, marketing, and cross-functional team operations.

# Melba Pearson, Esq.



**Melba Pearson** is an attorney specializing in civil rights and criminal law, with an emphasis on policy. She is the Director of Policy and Programs for Florida International University's Center for the Administration of Justice. Before joining FIU, Ms. Pearson spent three years as Deputy Director of the ACLU of Florida where she worked to change police practices, expand voting rights, and reform the criminal justice system. Previously, Ms. Pearson was an Assistant State Attorney in Miami-Dade County for 16 years, culminating as Assistant Chief in the Career Criminal/Robbery Unit and supervising junior attorneys while prosecuting homicides. She lives in Miami Beach with her husband Bill.

# Dalia Racine, Esq.



**Dalia Racine**, a former prosecutor with a specialized focus on human trafficking and violence against women and girls, is an Attorney Advisor at AEquitas. Dalia began her career at the Fulton County District Attorney's office in Atlanta, Georgia. During her time in Fulton County, she was assigned to the Crimes Against Women and Children Unit and the Major Case Unit where she prosecuted sexual and physical assault of women and children, including homicides. As a result of her trial experience in Fulton County, Dalia was recruited to join the Crimes Against Children Unit at the DeKalb County District Attorney's Office in Decatur, Georgia. During her time in DeKalb County, she initiated the creation of a specialized human trafficking unit and a task force comprised of representatives from law enforcement agencies, the Department of Family and Children, schools, service providers, the medical community, and elected officials.

Dalia's trial experience is a practical complement to her collaboration with and training of allied professionals around the world. The leadership role that she assumed as a prosecutor in the communities she served, her passion for zealous advocacy on behalf of victims, and her success in holding offenders accountable informs her delivery of technical assistance and development of resources at AEquitas.



# CLE Instructions

# Rebutting the Rhetoric: A Virtual Implicit Bias Training

This virtual training has been approved for 3 hours in Colorado, and 4 credits in Florida. Attorneys barred in other states/ jurisdictions should contact their own state bar MCLE Board(s) or Commission(s) to comply with state-specific requirements. Approval documents and a Uniform Certificate of Attendance will be provided, and should be filed with the appropriate MCLE Board(s) or Commission(s) within 30 days of this activity.

Some state bars require that a verification code be announced to attendees during live webinars and on-demand courses. To secure compliance with these requirements, the NBPA CLE Coordinator will announce code words during the presentation using a poll. You must select the correct code word to establish attendance.

All attorneys are responsible for their submissions and fees associated with CLE filings. Questions or additional information regarding CLE credit can be directed to NBPA CLE Coordinator **Carmen M. Lineberger** at [CMLineberger@gmail.com](mailto:CMLineberger@gmail.com).



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